

Recruitment information pack



FAST FORWARD YOU CAREER

BE PART OF A SUPPORTIVE TEAM

WORK ALONGSIDE WORLD-LEADING EXPERTS



DELIVER INNOVATIVE PATIENT CARE

ACCESS PERSONALISED CAREER DEVELOPMENT

BE PART OF A SPECIALIST AND DYNAMIC NURSING TEAM



WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focused on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

OUR HOSPITALS

Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

Charing Cross Hospital, Hammersmith.

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for

neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

Hammersmith Hospital, Acton

Hammersmith Hospital is a specialist hospital renowned for its strong research connections and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

Queen Charlotte's & Chelsea Hospital, Acton

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

St Mary's Hospital, Paddington

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

Western Eye, Marylebone

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

WHY JOIN US?

Reach your potential through outstanding learning and development opportunities

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

Experience the rich heritage of hospitals that have made history

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

Draw on huge expertise as part of a strong international community

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the

Reach your potential in hospitals that make history

Charing Cross | Hammersmith | St Mary's |
Queen Charlotte's & Chelsea | Western Eye

prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

Feel supported by a positive culture

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

Recognition and career progression

We value our staff and recognise the unique contributions they make to their patients and colleagues with our [Make a Difference](#) recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

Conduct research here

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

Access brilliant benefits and enjoy a new social life

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

JOB DESCRIPTION

Job title	Band 6 Rotational Midwife
Band	6
Directorate/ department	WCCS
Division	Maternity
Location of work	QCCH
Hours	37.5
Reports to	Lead Midwife
Accountable to	Head of Midwifery

1. Job purpose

To work as a prime care provider in all aspects of midwifery care. Providing continuity of midwifery care within a continuity of care team. To work flexibly within the team to provide 24 hour cover for antenatal/postnatal wards, labour ward, Birth centre and community on a rotational basis. This will require internal rotation between areas and day/night duty.

2. Key stakeholders

Women and their families
Head of Midwifery and midwifery managers
Midwifery education team
Centre for Fetal Care
Maternal Medicine team
Obstetric doctor's team
Neonatal and paediatric services
Gynaecology and early pregnancy service
Maternity voices partnership
National and local maternity transformation programme
GP's
Health Visitors
Social Services
Other External Agencies

3. Key areas of responsibility

- The midwife is responsible and accountable for his/her own midwifery practice.

- To work in partnership with women and their families, GP, obstetrician and other agencies to ensure optimum care.
- Assess, plan, implement and evaluate the care of mothers and babies in accordance with the Trust's policies and guidelines.
- Strive for continuity of care and informed client choice within the limitations of the service.
- Facilitate the learning of midwifery skills through supervision, teaching and support.
- Actively promote and encourage a healthy lifestyle, advising and arranging support for women as required.
- Participate in parent information groups, facilitating preparation for childbirth and the postnatal period.

Leadership

- Act as a positive role model.
- Work in partnership with other staff members ensuring high standards of care are met.
- Foster harmonious relationships, liaising with colleagues and other agencies.
- Demonstrate the ability to work within a defined budget.
- Work effectively within the multidisciplinary team in order to achieve desired outcomes.
- Support junior staff in professional growth, e.g. student midwives, student nurses, student doctors and maternity assistants.
- Act as preceptor to recently qualified/return to practice/adaptation midwives.

Clinical Practice

The midwife will rotate through a variety of designated clinical areas providing a high standard of holistic, evidenced based care to women and their babies across the continuum of childbirth. The midwife must also:

- Work as an effective member of the multidisciplinary team with a good understanding of the various roles to ensure appropriate referrals are made. Demonstrate competence or a plan to work towards
- Intravenous drug administration
- Intravenous cannulation
- Perineal repair
- Theatre skills, i.e. 'scrubbing' and 'running'
- Emergency resuscitation of mothers and babies
- Maintain high standards of care which are evidence based.
- Develop skills through clinical practice and post registration study e.g. in management of obstetric emergencies and complicated pregnancies
- Develop skills in supporting women having low risk births
- Understand and be competent in the use and maintenance of specialised Equipment
- Maintain accurate and contemporaneous records at all times

4. General responsibilities

Work within the procedures, policies and guidelines of:

- The NMC
- Imperial Clinical policies and Guidelines
- Participate in audit and research in line with service development.
- Attend Mandatory and Statutory Training.
- Identify personal development needs and actively work towards professional development.
- Maintain professional portfolio.
- Respond to incidents and complaints as they arise in line with Trust policy. Ensure the safety of patients at all times.
- Contribute to the area's clinical and non-clinical risk management through documenting untoward incidents.
- Maintain awareness and actively contribute to the Trust's clinical governance agenda.
- Maintain effective communication and dissemination of information with colleagues.
- Remain polite and courteous in all situations.
- Demonstrate good communication skills when there are barriers to understanding, utilising interpreters when necessary.
- Demonstrate and respect cultural diversity.
- Develop counselling skills.

5. Scope and purpose of job description

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast moving organisation and therefore changes in employees' duties may be necessary from time to time. The job description is not intended to be an inflexible or finite list of tasks and may be varied from time to time after consultation/discussion with the postholder.

PERSON SPECIFICATION

Directorate/ department	Job title	Band
WCCS	Rotational Midwife	6

Criteria relevant to the role	Essential	Desirable
Education/ qualifications	<ul style="list-style-type: none"> • Midwifery degree or equivalent • Mentorship or full SSSA preparation • Registered Midwife (on NMC register) 	<input type="checkbox"/> NIPE/EON
Experience	<ul style="list-style-type: none"> • Completed 1 year post registration clinical experience working as an RM in the UK • Completed preceptorship course if applicable 	<ul style="list-style-type: none"> • Scrubbing in theatre • Worked within a continuity of carer pathway previously
Skills/knowledge/ abilities	<ul style="list-style-type: none"> • Excellent communication skills • The ability to be flexible • Willing to work in all areas of maternity • Excellent clinical decision making skills • Knowledge of obstetric Emergency skills and drills and the ability to perform in an emergency situation • Perineal Suturing • IV drugs administration and cannulation • Medicines management • Understanding and knowledge of fetal monitoring 	<ul style="list-style-type: none"> • Involvement in quality improvement projects • Worked as shift leader • FSRH letter of competency for contraceptive implant insertion
Values and behaviours	<ul style="list-style-type: none"> <input type="checkbox"/> Kind- to be considerate and thoughtful to patients and staff and represent the trust <input type="checkbox"/> Aspirational- Be receptive and involved in new thinking and innovation <input type="checkbox"/> Collaborative- To work closely with the MDT to achieve goals 	

	<input type="checkbox"/> Expert- Provide the best possible care using evidence based guidelines	
Other requirements	<input type="checkbox"/>	<input type="checkbox"/>

Additional information

1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law while following recognised codes of practice and Trust policies on health and safety.

2. Medical examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

3. Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

4. Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role.

5. Disclosure & Barring Service/safeguarding children and vulnerable adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This includes details of cautions, reprimands and final warnings, as well as convictions. [Find out more about the Disclosure & Barring Service](#). Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

6. Professional registration

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any codes of conduct applicable to that

profession. Proof of registration must be produced on appointment and at any time subsequently on request.

7. Work visa/ permits/Leave to remain

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

8. Conflict of interests

You may not, without the consent of the Trust, engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust while you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

9. Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with, and adhere to, current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Flu vaccination – All patient-facing staff are required to have the flu vaccination on an annual basis, provided free of charge by the Trust. Staff have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents' library section on the intranet.

10. No smoking

The Trust operates a smoke free policy.

11. Professional association/trade union membership

The Trust is committed to working in partnership with trades unions and actively encourages staff to join any trade union of their choice, subject to any rules for membership that the Trade Union may apply.